Scorecards

Human Resources

7	No fi	lter	No grouping					
Reci	ruit, [Devel	op and Retain Diverse and Competent Workforce (50	%)				
8	ΔΨ		Name	Actual	Target	Variance	Variance %	Time Period
•	A		Average Days to Refer All Candidates	15	30	-15	51%	FY 09, Q3, Jan
•	-		Average Days to Refer Senior Management	42	120	-78	65%	FY 09, Q2
•	-		Number of Leadership Training Hours	36	30	6	20%	FY 09, Q3 Jan
	-		Number of Supervisory Training Hours	0	36	-36	100%	FY 09, Q2 Dec
	₩		Number of Employee Complaints Received	2	8	-6	75%	FY 09, Q3 Jan
	A		Percent of Exit Interviews Returned	36%	20%	16%	82%	FY 08
•	▼		Percent of Civil Service Board Appeals Not Granted	82%	65%	17%	26%	FY 09, Q3 Jan
		and I	Reward Competent Employees (20%)					
8	Δ₩		Name	Actual	Target	Variance	Variance %	Time Period
	₩	<u>_</u>	Percent of Employees Evaluated	89.0%	100.0%	-11.0%	11.0%	FY 08
	-		Percent of Unacceptable Ratings	0.4%	5.0%	-4.6%	92.0%	FY 08
	-		Percent of Needs Improvement Ratings	0.9%	10.0%	-9.1%	91.0%	FY 08
•	Δ		Percent of Effective Ratings	47.8%	50.0%	-2.2%	4.4%	FY 08
	-		Percent of Highly Effective Ratings	42.3%	20.0%	22.3%	111.5%	FY 08
	-		Percent of Outstanding Ratings	8.6%	15.0%	-6.4%	42.7%	FY 08
	₩		Number of Training Sessions	8	14	-6	43%	FY 09, Q3 Jan
ror	mote	Welli	nes and Work Life Balance (20%)					
8	Δ₩		Name	Actual	Target	Variance	Variance %	Time Period
•			Percent Increase in Healthcare Costs	10.7%	22.0%	-11.3%	51.4%	FY 08
	A		EAP Utilization Rate	6.3%	5.0%	1.3%	26.0%	FY 08
ev	elop I	High	Quality HR Professionals (10%)					
8	Δ₩		Name	Actual	Target	Variance	Variance %	Time Period
•	4		Percent of HR Professionals with National Certifications	71%	60%	11%	18%	FY 08
ер	ort Er	mploy	yee Leave Balances (0%)					
20	Δ₩		Name	Actual	Target	Variance	Variance %	Time Period
3			Number of Employees > 56 Hours of Sick Leave	3,924				FY 08, Q2 Dec

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Metric Studio

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Scorecards

Human Resources

ア No filter		lter	No grouping								
8	ΔĄ		Name	Actual	Target	Variance	Variance %	Time Period			
•	A		Number of FMLA Requests Approved	8	56	-48	86%	FY 09, Q3, Jan			
B			Number of Employees with Maximum Annual Leave Balances -FUTURE METRIC					FY 09, Q3, Feb			
ß			Number of Employees with Maximum Comp Time Balances -FUTURE METRIC					FY 09, Q3, Feb			